



THE CITY OF SAN DIEGO

CITIZENS' EQUAL OPPORTUNITY COMMISSION

MEETING MINUTES

**Online Virtual Meeting
Wednesday, February 3, 2021
1:00 p.m. to 5:00 p.m.**

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CALL TO ORDER at: 6:05 p.m.

ROLL CALL:

Kristine Custodio Suero, Chair
Beth Kransberger, Vice Chair
Dan Ortiz
Gemma Blain

Cinnamon Clark
Rafael Perez
Susan Jester
Tony Teravainen

STAFF:

Christian Silva, Program Manager, Equal Opportunity Contracting
Cheryl Smoot, Supervising Management Analyst, Equal Opportunity Contracting
Damian Singleton, Senior Management Analyst, Equal Opportunity Contracting

APPROVAL OF THE MEETING MINUTES OF January 6, 2021:

Motion made by Commissioner Rafael Perez

Seconded by Commissioner Gemma Blain

Vote:

Chair Custodio-Suero – Yay	Commissioner Cinnamon Clark – Yay
Vice Chair Kransberger - Yay	Commissioner Teravainen – Yay
Commissioner Ortiz – Yay	Commissioner Jester - Yay
Commissioner Blaine – Yay	Commissioner Perez – Yay

Minutes for January 6, 2021: Pass unanimously

NON-AGENDA PUBLIC COMMENT: None

DISCUSSION ITEMS:

A. [Performance Audit of the Purchasing and Contracting Department's Small Local Business Enterprise Program](#)

Staff informed: The CEOC that there is no update at this time and that they are awaiting the Disparity Study results, which they anticipate to have sometime toward the end of March to early April.

Staff informed: The CEOC that there will be a strategizing meeting with the Auditor's Office on when we will present the Disparity Study to City Council.

Commissioner Perez inquired as to when staff will be going back to the Auditor's Office and will there be a comparison of the Disparity Study or an analysis from the City Attorney's Office on what their recommendations will be presented to City Council?

Staff response: We are unsure at this present time. There will be many parties, including the City Attorney gathering to discuss the findings. The intent may be to present to both groups.

Vice-Chair Kransberger asks, has the Disparity Study consultant been in touch with local businesses to ensure meaningful representation?

Staff response: They have received communications from many organizations. Local representation and outreach efforts were successful.

Vice Chair Kransberger requests that staff double check if Latino community was represented?

Staff response: We can double check.

B. **Department of Personnel Data & Hiring/Promotion/Retention Best Practices**
Chair Custodio-Suero inquired if there were any updates on this item?

Staff response: To my knowledge there has been no update.

C. **Updates on Office of Race & Equity and Chief Diversity Officer**

Staff informed: Presently this position has not been filled. There are many Citywide vacancies, the City is would like to fill.

D. **Invitation to CSC President for March 3, 2021 CEOC Meeting**

Staff informed: The invitation has not been extended, but it will be extended in this week.

Vice Chair Kransberger inquired if it would be easier to meet with the CSC President if the time was changed for some Commissioners?

Staff response: A recommendation could possibly be made to attend one of their meetings to start the communication process.

Vice Chair Kransberger informed that she was up to any recommendation to meet with the CSC President.

Staff response: We will have staff reach out and see what options we have in facilitating a meeting with the CSC President.

Commissioner Jester shared that CSC made a presentation at the retreat and they only had 5 members present.

ACTION ITEMS: None

STAFF UPDATES:

Damian Singleton provided the EOC Program Updates.

Chair Custodio-Suero inquired as to filling any Board Vacancies.

Staff response: We currently have one applicant.

Commissioner Perez questions what category that one applicant is applying to fill?

CHAIR ANNOUNCEMENTS: None

SUBCOMMITTEE REPORTS:

Vice Chair Kransberger – No current updates.

EDIR last meeting was on January 13, 2021 and the next meeting will take place on February 10, 2021.

Commissioner Teravainen informed that he did not attend the January meeting. The subcommittees were not yet formed, so the first meeting will be attending on Feb 10, 2021.

ADJOURNMENT at 6:41 P.M. Pacific Standard Time

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Public Comment on an Agenda Item: If you wish to address the Commission on an item on today's agenda, please complete a speaker form (on the table near the door) and give it to the Commission's staff before the Commission hears the agenda item. You will be called at the time the item is heard.

Public Comment on Matters Not on the Agenda: You may address the Commission on any matter not listed on today's agenda. Complete a speaker form and give it to the Commission's staff. However, California's open meeting laws do not permit the Commission to discuss or take any action on the matter at today's meeting. At its discretion, the Commission may refer the matter to staff or committee.

Individual's comments are limited to three minutes per speaker. At the discretion of the Chair, if a large number of people wish to speak on the same item, comments may be limited to a set period of time per item.